

Student & Volunteer Policy



The Farmhouse Montessori School values the participation of students and volunteers. Having students and voluntary workers within the School helps to inform the community about our program and the value of the work we do. Students and voluntary workers are welcomed to the School however; the children's care and safety are our first priority

Education and Care Schools National Regulations

Children (Education and Care Services) National Law NSW	
120	Educators who are under the age of 18 to be supervised
145	Staff Records
149	Volunteers and Students
168	Policies and Procedures

PURPOSE

The Farmhouse Montessori School supports participation of students (including work placement) and volunteers wanting to develop professional skills and knowledge in their effort to become Early Childhood Professionals. We aim to build relationships with community members, providing appropriate learning opportunities for students and volunteers to contribute to our program. To ensure a professional and pleasurable learning experience, students and volunteers will be encouraged to participate in the school's daily routine and assist in accordance with their qualification necessary to work with children under the National Quality Framework.

SCOPE

This policy applies to children, families, staff, management and visitors of the Service.

IMPLEMENTATION

Management/Nominated Supervisor/ Certified Supervisor will:

- Appoint an educator to be the 'Student Supervisor/mentor,' for the duration of the placement. The School will assemble an orientation for the student or volunteer, informing families, children and Educators when work experience students and volunteers are present at the School, including their role and hours they will be spending at the School.
- Ensure Work Placement Students or Volunteers are never left on their own with children or included in the ratio of adult to children.
- Ensure students do not discuss concerns, issues or complaints with parents, guardians and/or visitors
- Discuss the student or volunteer times/hours and dates of the placement.
- Give the student/volunteer a Work Placement Orientation Package
- Take the student or volunteer on a tour of the Service, showing emergency exits, staff room and bathroom facilities.
- Introduce the student or volunteer to educators and their Room Leader.
- Advise students or volunteer to bring in a poster with a photo outlining the reason for their placement.
- Assist the student or volunteer to complete the Educator Acknowledgement Checklist
- Show the student or volunteer where they can access the Service's policies.
- Complete a confidentiality agreement prior to commencing their placement.

- Discuss any relevant important information about specific children to the student or volunteer (i.e. court orders, additional needs, dietary needs) so that the student or volunteer is aware.
- Liaise with learning institutions and accept suitable student placements at the coordination unit office under the institutions supervision.
- Assist learning institutions to place suitable students with individual Educators.
- Ensure student's/volunteer's paperwork and insurances are current.

Educators will:

- Preserve open communication with Work Experience Students and Volunteers along with their practicum teachers about their performance.
- Support all students and volunteers undertaking work experience needs during their placement.
- Work as a team deliberating appropriate skills and knowledge with each student and volunteer.
- Ensure all educators are provided with relevant information about tasks the student is required to complete in the service as part of their practicum.
- Be aware of student and volunteer expectations.
- Have the time and proficiencies to support each student and volunteer in their placement.
- Encourage students to ask seek help and advice.
- Be a positive role model, showing appropriate behaviour and conduct themselves in a professional manner.
- Guide the students throughout the day.
- Make the student or volunteer feel welcome and a valued member of the team.

The Room Leader will:

- Discuss involvement of written work and performance with the student and volunteer.
- Discuss any concerns raised by the student with the Student Supervisor.
- Ensure students or volunteers are directly supervised at all times during children's nappy change times.
- Encourage students to use their initiative.
- Ensure the student/volunteer remains up to date with their assessments/tasks to be completed.
- Discuss concerns with student/volunteer with management.

Work Experience Students and Volunteers will:

- Learn about the children through interaction and practical experience.
- Develop the skills and knowledge needed to care for and educate children.
- Learn about the importance of working as part of a team in the Early Childhood Profession.
- Learn strategies employed when working in a team environment.
- Learn expectation assimilated by qualified educators in the Service.
- Inform the Student Supervisor in writing of what will be expected of them by their training body, University or School, or any other training organisation, and provide time sheets and evaluation forms.
- Keep up to date with all written work requirements.
- Work a variety of shifts to gain knowledge of different aspects of Service operations.
- Bring in a poster introducing themselves that will include:
 - Name
 - Photo
 - Time they will be at the Service
 - The focus of their study.
- Discuss with the Student Supervisor any problems they may be experiencing.
- Adhere to all policies and procedures.
- Never be left alone with a child.

- Sign a Statutory Declaration in regard to the child protection policy and code of conduct for the school including investigations and disciplinary procedures.

Probity Checks:

- All students will supply identity details to the Nominated Supervisor
- All students will complete a Working with Children Volunteer/student declaration
- All students will have a meeting with the Nominated Supervisor so that they will receive information regarding the following service policies:
 - Child protection
 - Record Keeping and Confidentiality
 - Complaints

Students at risk:

If educators feel that the student is at risk of failing their practicum, the following steps will be taken:

- Room Leader will alert the Student Supervisor of any concerns with the student.
- Both the Student Supervisor and the Room Leader will discuss concerns with the student.
- The Student Supervisor will arrange for the student’s teacher to visit the Service and discuss concerns that have ascended.
- The student’s educational institution and Nominated Supervisor will govern the outcome of the practicum.

Termination of Practicum:

Termination of student’s placement will occur if the student:

- Harms or is at risk of harming a child in their care
- Is under the influence of drugs or alcohol
- Fails to notify the School if they will not be attending for the day
- Is observed using repeated inappropriate behaviour at the School
- Does not comply with all policies and procedures addressed in the student package
- Does not provide the photo with an introduction on commencement
- Does not keep up to date with their work placement tasks.

Source

- Education and Care Services National Regulations
- National Quality Standard
- Early Years Learning Framework
- Work Health and Safety Act 2011
- Fair Work Act
- Dealing with Employee Work-related Concerns and Grievances Policy and Guidelines: NSW DPC
- Preventing and Responding to Workplace Bullying: Safe Work Australia Draft Code of Practice
- Anti-bullying jurisdiction: Fair Work Commission

Policy Review Date

Date Reviewed	Modifications
Sept 2017	Changes made to ensure student/volunteer compliance
2018	New Logo

Appendix 1

Statutory Declaration

OATHS ACT 1900, NSW, EIGHTH SCHEDULE

I, , do solemnly and sincerely declare that

[name of declarant]

I have read and understood the schools policy on child protection and code of conduct including investigations and disciplinary procedures and I make this solemn declaration conscientiously believing the same to be true, and by virtue of the provisions of the Oaths Act 1900.

Declared at: on [place] [date]

[signature of declarant] in the presence of an authorised witness, who states:

I, a [name of authorised witness] [qualification of authorised witness]

certify the following matters concerning the making of this statutory declaration by the person who made it: [* please cross out any text that does not apply]

- 1. *I saw the face of the person OR *I did not see the face of the person because the person was wearing a face covering, but I am satisfied that the person had a special justification for not removing the covering, and
2. *I have known the person for at least 12 months OR *I have confirmed the person's identity using an identification document and the document I relied on was

..... [describe identification document relied on]
..... [signature of authorised witness] [date]